



The CCPS All-Points Bulletin

August 2005

A Message from the Secretary

The 2005-07 budget passed by the General Assembly this month resulted in some significant gains for our Department. The largest single budget expansion item is \$8 million in the Highway Fund to continue building VIPER - the interoperable radio communications system for emergency responders – which is the state's number one public safety priority. The Highway Fund budget also includes \$2.5 million over each of the next two years to complete the full integration of the Motor Carrier Enforcement Officers into the Highway Patrol. The Patrol also received funding for 10 new trooper positions. While that is only a fraction of the positions requested by the governor to address increased traffic on the highways, it is a step in the right direction.

In the General Fund budget, the most significant increase is \$4.5 million in each of the next two years to the National Guard Pension Fund. Current and future Guard retirees will see an increase in their pensions of about \$50 a month. The Guard's Tuition Assistance Fund also received a \$200,000 increase, which helps Guard members with college expenses. Also, the state allocation to the Crime Victims Compensation Fund was increased by \$800,000 annually, which means the federal government will increase its contribution as well and more money will be available to assist innocent victims of violent crime. Overall, CCPS fared better than most agencies in yet another tight budget year.

Over the next few years, state government will replace most current job classifications with a new system called "career banding". Over many years the old classification system has grown to over 6,000 different job descriptions, in narrow pay grades, where career development often requires switching jobs repeatedly to build skills and secure raises. The new system will have far fewer job classifications; with very wide pay bands that each includes beginning, mid-range and advanced performance levels. Salary increases will be based on learning and demonstrating new competencies that the agency needs, without having to job-hop. One of the best improvements of the new system will be realistic career development plans to support your career growth.

The transition is happening by groups of similar jobs, beginning with non-Highway Patrol sworn law enforcement this summer. This will be followed by IT jobs and administrative support jobs in the fall and winter. Jobs must be carefully redefined in terms of broad, measurable competencies, rather than just minimum education, experience, knowledge, skills and abilities. This will be done by discussions and focus groups including people who do the work involved. You will be notified when the time comes to study your classification. In the meantime, you can find more information on the CCPS website Employees' Section. Look for the "Career Banding" link now added to the left margin.

Bryan E. Beatty

Division News

Butner Public Safety and the South Granville Exchange Club will sponsor the 6th Annual Butner Public Safety Day on Saturday, October 1, 2005. The event will take place on Central Avenue at the Gazebo Park in Butner from 11 a-m until 2 p-m. There will be displays and exhibits set up by local and state law enforcement, county and state fire departments, and EMS representing more than 15 agencies. Free hot dogs, chips, and drinks are provided for all guests.

North Carolina's Crime Victims Compensation Program is now the second fastest growing program of its kind in the nation and ranks in the top ten of all state programs. **Victims Compensation Services** reports that in the state fiscal year 2004-2005, they paid 2,411 claims from innocent crime victims that totaled close to \$13 million dollars.

From the Fiscal Controller's Office

The 2005 Session of the General Assembly approved salary increases for most state employees, including those at the max of their salary range. The legislative increase will be either \$850 or 2% - whichever is greater - and will be included in the September paycheck. The raise will be retroactive to July 1. This legislation also authorized an additional five days of annual leave for full-time permanent employees who were employed on or before September 1, 2005.

From the Benefits and Safety Office

The Benefits and Safety Office sent the latest information on 2005-2007 changes in the State Health Plan to employees by email this month. Employees without email should have been provided a copy of this important information. The annual deductible and office visit co-payment amounts remain unchanged but there are some increases in pharmacy co-payments and maximum out of pocket expenses per member and family. For detailed information on changes, go to <http://statehealthplan.state.nc.us/index.html> or call the Customer Service Office at 1-800-422-4658.

Congratulations!

The **Alcohol Law Enforcement** Division was awarded international accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA) in a ceremony in Boston on July 30, 2005. ALE is the first CALEA accredited agency in the world whose core mission is preventing the illegal sale and consumption of alcohol by underage persons. CALEA evaluates law enforcement agencies on 447 national standards deemed to be essential for professional, ethical, safe and efficient criminal justice administration.

The following Highway Patrol employees were recently promoted to these new positions: Capt. **R.L. Hammonds**, Lts. **D.H. Monroe** and **J.R. Nyberg**, F/Sgts. **A.E. Eastwood, Jr.** and **T.E. Luckadoo**, Sgts. **D.R. Carter**, **N.A. Clasby**, **K.A. Gardner**, and **S.L. Wagner, Jr.**, TCS **Steven Myers**, TSS **Gary Barnes**, MSII **Len Hopkins**, and MSI **Kevin Wilkinson**.

These employees recently celebrated significant milestones in their service with the state: **Sandra Smith**, 30 years, and **Datus Beam**, **Nolan Beam**, **Steve Betts**, **Jeffrey Buchanan**, **Randall Campbell**, **Robin Chandler**, **Anthony Dickey**, **William Gillison**, **William Glover**, **Michael Graham**, **Robert Graves**, **Larry Harrell**, **Jimmie Holland**, **Tommy Hurley**, **Timothy Jackson**, **Rodney Johnson**, **Robin Jones**, **Mickey Mantel**, **Donald McDevitt**, **Jeffrey McLawhorn**, **James Parris**, **Randall Powell**, **Rodney Robles**, **Ricky Rogers**, **Farris Tyndall**, and **Michael Williamson**, 25 years.

Secretary Beatty and his wife, Rhonda, added a third child to their family this month. Michael Elliot Beatty was born August 16, 2005, at 11:11 a.m., weighing 6 lbs., 14 oz. Sec. Beatty thanks everyone for the cards and good wishes.

Comings and Goings

Welcome to our new employees: **James Brown** and **David Vaughn**, EM; **Lisa McAllister**, GCC; **Robin Oldham-Nelson**, LESS; **Timothy Van Dyke** and **Shirley Willis**, NCNG; **William Britt**, **Anthony Bryan**, **Timothy Gregory**, **Shelley Isaacs**, **Tracey Jordan**, **Gregory Jones**, **Eddie Ledbetter**, and **Barbara Rogers**, SHP.

Good luck and best wishes to our recent retirees: Lts. **V.F. Mellone, Jr.** and **W.E. Thompson, Jr.**, MCE Sgt. **C.C. Alston**, Troopers **R.C. Boger**, **T.F. Costa, Jr.**, **R.D. Gibby**, **M.D. Hutchings**, **R.A. Jones**, and **J.W. Thompson**, Officers **J.C. Bullock**, **T.F. Joyner**, and **V.L. McCall**, SHP.

An Opportunity to Make a Difference...

The 4th annual Calvin E. Taylor Memorial Masonic Toy Ride will be held on September 10th in Maggie Valley. The ride is sponsored by the Masons of Western North Carolina, the Highway Patrol and other local emergency response agencies to benefit children in the western part of the state. For more information, go to <http://webpages.charter.net/calvintaylor toyride/>.